

ATTACHMENT 1**MEDICAL CONSULTANT**

DEFINITION: This is advanced professional medical work as a statewide consultant in highly specialized medical areas. A person in this class is responsible for providing consultation and expert advice to management on the planning, development, implementation and evaluation of statewide treatment programs involving psychiatric services, developmental disabilities, alcoholism, drug abuse or other specialized areas in the field of medical or treatment services. The person works closely with administrative staff in planning services, setting goals and objectives, evaluation medical services and implementing treatment programs. Work also includes consultation to local community groups, health agencies and government officials. General directions is received from the agency director or other administrative superior, but the person works with a high degree of independence and authority in his/her specialty area.

REQUIRED ABILITIES: Ability to plan, promote and coordinate a complex program of health or mental health services at the state level. Ability to prepare and deliver addresses within specialized medical area before local civic and professional groups. Ability to develop, evaluate and conduct studies of specialized medical programs to determine their efficiency and effectiveness. Ability to develop and maintain effective working relationships with professional staff, local officials and the general public

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and successful completion of a residency program in psychiatry, internal medicine, preventive medicine or other medical specialty as approved by an appropriate American specialty board and recognized by the American Medical Association or the American Osteopathic Association; supplemented by three years of professional medical experience (beyond residency training) in the required medical specialty. (Three years experience or graduate training in preventive medicine or pulmonary diseases may be substituted for the residency requirement in these specialties.)

OR

Certification or proof of eligibility for certification by an appropriate American specialty board in the field of medicine for which services are needed; supplemented by two years of professional medical experience (beyond residency training) in the required medical specialty.

MEDICAL DIRECTOR

DEFINITION: This is very responsible medical and administrative work in directing clinical and related medical services in a state facility or comparable work directing a statewide medical review program. A person in this class is responsible for directing, evaluating and coordinating medical services as the clinical director of a state rehabilitation facility; developing, directing and monitoring the medical and related services as the medical director of a residential/habilitation facility serving persons with developmental disabilities; or for directing a statewide medical review program for physicians licensed by the State Board of Registration for the Healing Arts. Work includes developing operating plans and procedures; assisting in policy development; evaluating clinical standards; establishing training programs; and reviewing and/or participating in the diagnosis and treatment of complex medical cases. Direction is given to a staff of physicians, nurses and/or other health care professionals. Direction is received from a designated superior for conformance to policy and effectiveness of operation.

REQUIRED ABILITIES: Ability to direct the work of medical, professional and technical staff in a state facility or statewide medical review program. Ability to evaluate and coordinate the activities of a state facility or medical review program for maximum effectiveness. Ability to organize and direct training

and research programs in a specialized medical field. Ability to develop and maintain working relationships with professional staff, local officials and the general public.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and successful completion of a residency program in internal medicine, preventive medicine or other medical specialty as approved by an appropriate American specialty board and recognized by the American Medical Association or the American Osteopathic Association; supplemented by four years of professional medical experience (beyond residency training) in the required medical specialty, of which one year must have been in an administrative or consultative capacity. (Three years experience or graduate training in preventive medicine or pulmonary diseases may be substituted for the residency requirement in these specialties.)

OR

Certification or proof of eligibility for certification by an appropriate American specialty board in the field of medicine for which services are needed; supplemented by three years of professional medical experience (beyond residency training) in the required medical specialty, of which one year must have been in an administrative or consultative capacity.

MEDICAL SPECIALIST I

DEFINITION: This is responsible professional medical work as a practitioner in highly specialized medical areas in state facilities or public health programs. A person in this class is responsible for providing specialized medical services in the diagnosis and treatment of illnesses or disabilities requiring the application of one or a combination of such specialties as surgery, pathology, internal medicine, radiology, pediatrics, preventive medicine and other related specialties. The person is also responsible for assisting and consulting with Medical Directors and other management staff in the planning, development and evaluation of specialized medical or public health programs. General oversight is received from a Medical Director or other designated superior.

REQUIRED ABILITIES: Ability to make accurate diagnoses of medical problems in specialty field and select and apply the appropriate methods of treatment. Ability to analyze and evaluate the practices, techniques and treatment procedures employed in the medical specialty for need and effectiveness. Ability to create and maintain an effective working relationship with patients, persons, and health care professionals.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and successful completion of a residency program in surgery, internal medicine, preventive medicine, pediatrics or other medical specialty as approved by an appropriate American specialty board and recognized by the American Medical Association or the American Osteopathic Association. (Three years experience or graduate training in preventive medicine or pulmonary diseases may be substituted for the residency requirements in these specialties).

OR

Certification or proof of eligibility for certification by an appropriate American specialty board in the field of medicine for which services are needed.

MEDICAL SPECIALIST II

DEFINITION: This is advanced professional medical work as a practitioner in highly specialized medical areas in state facilities or public health programs. A person in this class is responsible for providing complex specialized medical services in the diagnosis and treatment of illnesses or disabilities requiring the application of one or a combination of such specialties as surgery, pathology, internal medicine, radiology, pediatrics, preventive medicine and other related specialties. The person is also

responsible for assisting and consulting with Medical Directors and other management staff in the planning, development and implementation of specialized medical or public health programs. Work may be distinguished from a Medical Specialist I by the level of professional skill and competence achieved, the level of specialized and complex evaluation and treatment services performed, and by the variety of consultative duties expected. General supervision is received from a Medical Director or other designated superior, but the person works with considerable independence within the specialized area.

REQUIRED ABILITIES: Ability to make accurate diagnoses of medical problems in specialty field and select and apply the appropriate methods of treatment. Ability to analyze and evaluate the practices, techniques and treatment procedures employed in the medical specialty for need and effectiveness. Ability to evaluate professional and technical medical staff. Ability to create and maintain an effective working relationship with patients, persons, and health care professionals.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and successful completion of a residency program in surgery, internal medicine, preventive medicine, pediatrics or other medical specialty as approved by an appropriate American specialty board and recognized by the American Medical Association or the American Osteopathic Association; supplemented by three years of professional medical experience (beyond residency training) in the required medical specialty. (Three years experience or graduate training in preventive medicine or pulmonary diseases may be substituted for the residency requirements in these specialties).

OR

Certification or proof of eligibility for certification by an appropriate American specialty board in the field of medicine for which services are needed; supplemented by two years of professional medical experience (beyond residency training) in the required medical specialty.

PHYSICIAN I

DEFINITION: This is professional medical work as a general practitioner or consultant in a state facility, or in a public health or Medicaid program. A person in this class is responsible for providing general medical and/or psychiatric services to patients in a state hospital or facility; assisting in the development and implementation of public health programs; or reviewing and evaluating medical claims. Work may involve the performance of specialized medical duties under the close guidance and review of a specialist as part of the professional training leading to a medical specialization. Assignments may also include directing the work of nurses; directing the activities of a small health unit; reviewing and evaluating medical claims; or participating in the planning and evaluation of medical care programs.

REQUIRED ABILITIES: Ability to learn and apply those practices and techniques of public or medical administration which are necessary to the operation of public or state medical care programs. Ability to plan, assign and coordinate the activities of nurses and other health care professionals. Ability to create and maintain an effective working relationship with patients, persons, health care professionals and relatives of patients.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine.

PHYSICIAN II

DEFINITION: This is intermediate professional medical work as a general practitioner or consultant in a state facility, or in a public health or Medicaid program. A person in this class is responsible for providing medical and/or psychiatric services to patients in a state hospital or facility; assisting in the operation of public health programs; or providing consultation to the management and staff of a Medicaid

program. Work includes treating acutely ill patients; recommending admissions and releases; prescribing medicine; implementing public health programs; conducting clinics; providing psychotherapy; reviewing medical claims; and negotiating fees and claims with medical vendors. Evaluating physicians of lower rank, nurses, medical technicians and other health care professionals, may be required. General oversight is received from higher level physicians or other designated superiors.

REQUIRED ABILITIES: Ability to learn and apply those practices and techniques of public or medical administration which are necessary to the operation of public or state medical care programs. Ability to supervise, plan and coordinate the activities of physicians, nurses and other health care professionals. Ability to create and maintain an effective working relationship with patients, persons, health care professionals and relatives of patients. Skill in the application of the principles and practices of medical science.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and one year of professional experience in the practice of medicine. (Graduate work in public health or internship and residencies that are recognized by the American Medical Association or the American Osteopathic Association will substitute on a year-for-year basis for the required experience.)

PHYSICIAN III

DEFINITION: This is advanced professional medical and supervisory work in providing general medical, psychiatric or public health services in a state facility or public health program. A person in this class is responsible for planning, evaluating and supervising a comprehensive public health program in local health unit or comparable work in assisting in the administration of public health programs at the district or central office level. The person is also responsible for performing advanced medical work as a practitioner in psychiatry or general medicine in state hospitals and facilities. Work includes making and evaluating final diagnoses; determining methods of treatment; assigning and reviewing work tasks; evaluating medical practices; and coordinating unit activities. Evaluating lower ranking physicians, nurses and technical staff is required. Direction is received from Medical Directors, Medical Specialists and other designated personnel for achievement of results.

REQUIRED ABILITIES: Ability to learn and apply basic techniques necessary to the administration of health care programs. Ability and skill in the application of the principles and practices of medical science. Ability to evaluate, plan and coordinate the activities of physicians, nurses and other health care professionals. Ability to create and maintain an effective working relationship with patients, persons, nurses and health care professionals.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and two years of professional experience in the practice of medicine. (Graduate work in public health or internships and residencies that are recognized by the American Medical Association or the American Osteopathic Association will be substituted on a year-for-year basis for the required experience.)

PSYCHIATRIST I

DEFINITION: This is responsible professional medical work as a Psychiatrist in a state facility or community based program providing psychiatric services. A person in this class is responsible for providing psychiatric services in the diagnosis and treatment of mentally ill or emotionally disturbed patients and clients. Work includes conducting psychiatric examinations, diagnosing mental abnormalities, prescribing courses of treatment and evaluating patient or client progress. The person also conducts psychiatric treatment, directs the work of other treatment staff and participates in the

development of interdisciplinary treatment plans. Evaluation is received from a Medical Director or other designated medical personnel.

REQUIRED ABILITIES: Ability to make accurate diagnoses of psychiatric problems and to select and apply appropriate methods of treatment. Ability to analyze and evaluate the practices, techniques and treatment procedures employed in psychiatry for need and effectiveness. Ability to maintain effective working relationships with patients and their family members, persons, and mental health professionals.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and successful completion of a residency program in psychiatry as approved by an appropriate American specialty board and recognized by the American Medical Association or the American Osteopathic Association.

OR

Certification or proof of eligibility for certification in psychiatry by an appropriate American specialty board.

PSYCHIATRIST II

DEFINITION: This is advanced professional medical work as a psychiatrist involving responsibility for complex diagnostic, evaluation and treatment functions in a state facility or community based program providing psychiatric services. A person in this class is responsible for providing a variety of complex psychiatric services in the diagnosis and treatment of mentally ill or emotionally disturbed patients or clients. Work includes conducting psychiatric examinations, diagnosing mental abnormalities, prescribing courses of treatment and evaluating patient or client progress. The person also conducts psychiatric treatment, directs the work of other treatment staff and participates in the development of interdisciplinary treatment plans. Work may be distinguished from that of a Psychiatrist I primarily by the degree of independence afforded the person, by the level of professional skill and competence achieved and by the variety of complex cases which may be assigned. General evaluation is received from a Medical Director or other designated medical personnel.

REQUIRED ABILITIES: Ability to make accurate diagnoses of complex psychiatric problems and to select and apply a variety of treatment methods. Ability to analyze and evaluate the practice, techniques and treatment procedures employed in psychiatry for need and effectiveness. Ability to maintain effective working relationships with patients and their family members, state agency employees, and mental health professionals.

EXPERIENCE AND EDUCATION QUALIFICATIONS: Graduation from an accredited school of medicine and successful completion of a residency program in psychiatry as approved by an appropriate American specialty board and recognized by the American Medical Association or the American Osteopathic Association; supplemented by three years of professional medical experience (beyond residency training) in the practice of psychiatry.

OR

Certification or proof of eligibility for certification in psychiatry by an appropriate American specialty board; supplemented by two years of professional medical experience (beyond residency training) in the practice of psychiatry.